

*STAFF REPORT**CITY OF OCEANSIDE*

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DATE: August 20, 2014

TO: Honorable Mayor and City Councilmembers

FROM: Police Department

SUBJECT: **ADOPTION OF A RESOLUTION CERTIFYING AND APPROVING THE HIRING OF KRISTY SING AS A PART-TIME HOURLY EXTRA HELP CONSULTING ASSISTANT WITH THE POLICE DEPARTMENT**

**SYNOPSIS**

Staff recommends that the City Council adopt a resolution to certify and approve the hiring of Kristy Sing as a part-time hourly extra help consulting assistant, effective September 1, 2014, in an amount not to exceed \$28,435 per year, to fill a critically needed position in the Police Department 9-1-1 Communications Center.

**BACKGROUND**

Mrs. Sing has been with the City of Oceanside for over 12 years, primarily working as a Public Safety Dispatcher with the Police Department. Her retirement comes at the same time several other dispatch personnel have announced their retirements or resignations, leaving the 9-1-1 Communications Center significantly understaffed.

Mrs. Sing's experience and training as a Public Safety Dispatcher is invaluable during this staffing shortage as it will take at least a year to select, background check, and train a replacement.

**ANALYSIS**

As a result of several recent and anticipated retirements and resignations in the Police 9-1-1 Communications Center, staffing levels are at a critically low level. Mrs. Sing's retirement on June 21, 2014, only compounds that issue. Being able to use Mrs. Sing's experience and training as a Public Safety Dispatcher would help maintain minimum staffing levels to ensure 9-1-1 calls are answered and processed quickly and safely.

California statutory law states that a retired person shall not be eligible to be employed by the city in which he or she served for a period of 180 days unless certain conditions are met. Those conditions require the employer to certify the nature of employment and that employment is necessary to fill a critically needed position. Accordingly, staff is asking the City Council to certify and approve the hiring of Mrs. Sing prior to the 180 day waiting period.

**FISCAL IMPACT**

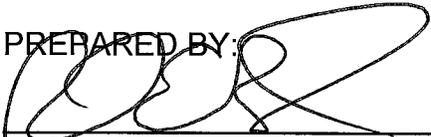
Payment to Mrs. Sing would be on a part-time hourly extra help basis of \$29.62 per hour, for a period not to exceed 960 hours. Mrs. Sing would not require payment of benefits. Adequate funds exist in the Police Department's budget to fund this request by transferring \$30,000 from the Regular Employees account (500506101.5110 Public Safety Communication) to the Temporary/Extra Help Employee account (500506101.5110 Public Safety Communication).

**CITY ATTORNEY'S ANALYSIS**

Government Code Section 7522.56 provides that a retired person receiving a pension benefit from a public retirement system shall not be employed by, or under contract with, a public employer in the same retirement system from which the retiree received the pension benefit without reinstatement from retirement. However, there are limited exceptions to this general rule. A retiree may work for a public employer during an emergency to prevent stoppage of public business. In addition, a retiree may serve without reinstatement from retirement because the retired person has skills needed to perform work of limited duration. Appointments of this nature are limited to 960 hours a year and the statute limits the compensation that a retiree can be paid. A retired person is not eligible for employment for a period of 180 days following retirement unless, among other exceptions, the City Council certifies at a public meeting that the appointment is needed to fill a critically needed position before the 180 days have passed.

**RECOMMENDATION**

Staff recommends that the City Council adopt a resolution to certify and approve the hiring of Kristy Sing as a part-time hourly extra help consulting assistant, effective September 1, 2014, in an amount not to exceed \$28,435 per year, to fill a critically needed position in the Police Department 9-1-1 Communications Center.

PREPARED BY:   
Raymond Bechler  
Captain, Administrative Services Division

SUBMITTED BY:   
Steven R. Jepsen  
City Manager

REVIEWED BY:  
Michelle Skaggs Lawrence, Deputy City Manager  
Frank S. McCoy, Police Chief  
Pat Nunez, Human Resources Director  
James Riley, Finance Director



ATTACHMENT: Resolution



1 period not to exceed 960 hours and shall be limited to no more than \$28,435 a year.

2 SECTION 5. This resolution was adopted following a public meeting in accordance  
3 with the Brown Act and this item was not placed on the consent calendar.

4 PASSED AND ADOPTED by the City Council of the City of Oceanside, California, this  
5 day of \_\_\_\_\_, 2014, by the following vote:

6 AYES:

7 NAYES:

8 ABSENT:

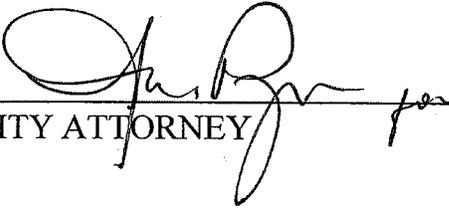
9 ABSTAIN:

10 \_\_\_\_\_  
11 MAYOR, CITY OF OCEANSIDE

12 ATTEST:

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15 CITY CLERK

16 APPROVED AS TO FORM:

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19 CITY ATTORNEY

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